



***MINUTES OF THE ONE-HUNDRED-AND-EIGHTY-FOURTH
MEETING OF THE MERIT BOARD – May 16, 2012***

***State Universities Civil Service System Office
1717 Philo Road, Suite 24
Urbana, Illinois 61802
&
(Video Conference)
University of Illinois at Chicago
College of Pharmacy
Room 270
833 South Wood Street
Chicago, Illinois
&
(Video Conference)
Southern Illinois University Carbondale
Morris Library
Conference Room, 1st Floor
605 Agricultural Drive
Carbondale, IL***

Chair Maitland called the meeting to order at 10:03 a.m.

Members present at the primary meeting location were: Joanne Maitland, Chair, representing Illinois State University; Karen Hasara, representing the University of Illinois; Robert T. Marshall, Jr., representing Northern Illinois University; and Robert D. Webb, representing Eastern Illinois University.

Members present at the Chicago videoconference location were: Lyneir Cole, representing Western Illinois University; Marvin Garcia, representing Northeastern Illinois University; James D. Montgomery, representing the University of Illinois; and Anthony Young, representing Chicago State University.

Member present at the Carbondale videoconference location was: Donna Manering, representing Southern Illinois University.

Members absent were: Bruce Friefeld, representing Governors State University and Judge Patricia Brown Holmes, representing the University of Illinois.

Also present were: Lewis T. (Tom) Morelock, Executive Director; Abby K. Daniels, Legal Counsel and Legal Services Manager; Teresa Rademacher, Secretary for the Merit Board; and Julie Benedict, Chair of the State Universities Civil Service Advisory Committee. Various other university employees and University System Office staff were also in attendance.

Mr. Morelock and the Merit Board welcomed Anthony Young to the Merit Board. Mr. Young represents Chicago State University. Mr. Young is a retired Judge from the Circuit Court of Cook County and is currently an attorney in private practice.

Consideration of participation by other Merit Board Members, not physically present at meeting site

No members had requested to participate by teleconference.

Public Comments

The University System Office had received no requests to present public comments.

Consideration of the Minutes of the 183rd Meeting of the Merit Board, February 8, 2012

The minutes of the 183rd meeting of the Merit Board, February 8, 2012 had been transmitted to members of the Merit Board with the agenda materials.

Ms. Hasara moved to approve the minutes of the 183rd meeting of the University Civil Service Merit Board. Dr. Webb seconded Ms. Hasara's motion. In accordance with the Merit Board Bylaws, a voice vote was taken and the motion carried.

Consideration of Discharge Proceeding Number NIU-12-1 filed against Lawrence Vickers by Northern Illinois University

On May 7, 2012, the Secretary for the Merit Board mailed the Hearing Record for the Lawrence Vickers (NIU-12-1) discharge case to each member of the Merit Board. The Merit Board was asked to review the case and be prepared to act on this matter at this meeting.

Chair Maitland asked Ms. Daniels to give a summary of the case. Ms. Daniels stated that a "Motion to Dismiss" had been filed by Mr. Vickers, Employee-Petitioner, based on the fact that a timeframe had been violated. Ms. Daniels further explained that the Illinois Administrative Code explains that some of the timelines are guidelines and are not mandatory. The one that Mr. Vickers referred to in his "Motion to Dismiss" was a guideline. Mr. Montgomery made a motion to deny the "Motion to Dismiss". Mr. Marshall seconded Mr. Montgomery's motion.

A roll call vote was taken and the motion was approved with the following vote:

Mr. Montgomery.....Aye
Dr. WebbAye
Mr. Young.....Aye
Mr. Cole.....Aye
Mr. Friefeld.....Absent
Mr. Garcia.....Aye
Ms. Hasara.....Aye
Judge HolmesAbsent
Mrs. Maitland.....Aye
Dr. ManeringAye
Mr. Marshall.....Aye

Ms. Daniels then summarized the case by stating that Mr. Vickers had been discharged from Northern Illinois University (NIU) for the following reasons:

1. unauthorized use and possession/production of cannabis sativa plants while employed in a safety-sensitive position;
2. theft of NIU property, including two bronze light fixtures intended for the residence of NIU President John Peters, gift boxes, and uni-strut pieces;
3. continued unauthorized possession of NIU property and refusal to return property; and
4. failure to cooperate with ongoing investigation regarding unauthorized possession of NIU property.

A discharge hearing was held on April 12, 2012 at NIU. There were several witnesses that testified at the hearing. Mr. Vickers actually admitted to using and possessing the plants at the discharge hearing. Ms. Daniels further explained some of the evidence presented at the

hearing, summarized a story that ran in the local newspaper, and provided other information regarding the charges.

After a brief discussion, Chair Maitland asked for a motion regarding this matter. Dr. Webb made a motion that Mr. Vickers be discharged from Northern Illinois University. Ms. Hasara seconded Dr. Webb's motion.

A roll call vote was taken and the motion was approved with the following vote:

Dr. Webb	Aye
Mr. Young	Aye
Mr. Cole	Aye
Mr. Friefeld	Absent
Mr. Garcia	Aye
Ms. Hasara	Aye
Judge Holmes	Absent
Mrs. Maitland	Aye
Dr. Manering	Aye
Mr. Marshall	Aye
Mr. Montgomery	Aye

The following decision and order was therefore adopted.

STATE OF ILLINOIS



STATE UNIVERSITIES CIVIL SERVICE SYSTEM

LAWRENCE VICKERS,)	BEFORE THE UNIVERSITY CIVIL
)	SERVICE MERIT BOARD
Employee-Petitioner,)	
)	DISCHARGE PROCEEDING
v.)	
)	No. NIU-12-1
NORTHERN ILLINOIS UNIVERSITY,)	
)	
Employer-Respondent.)	

DECISION AND ORDER OF THE UNIVERSITY CIVIL SERVICE MERIT BOARD

PROCEDURAL HISTORY

Discharge proceedings have been commenced by **NORTHERN ILLINOIS UNIVERSITY**, employer, against **LAWRENCE VICKERS**, employee, by service of Written Charges for Discharge by certified mail on March 2, 2012 and the Employee-Petitioner, **LAWRENCE VICKERS**, has filed a timely written request for Hearing. A Hearing has been duly convened, held, and concluded on April 12, 2012 in conformity with the procedures set forth in section 250.110(f) of the Illinois Administrative Code (80 Ill. Adm. Code §250.110(f)). The complete Hearing Record has been certified and placed on file in this cause.

FINDINGS

The University Civil Service Merit Board has examined and reviewed the Hearing Record, as supplemented, which includes the following:

1. Written Charges for Discharge, dated March 2, 2012
2. Suspension Notice Pending Discharge, dated March 2, 2012
3. Employee-Petitioner's request for a hearing filed on March 15, 2012
4. Acknowledgement of Hearing request, dated March 16, 2012
5. Notice of Hearing to Hearing Officer Simon, dated March 30, 2012
6. Notice of Convening of Hearing to the parties of record, dated March 30, 2012
7. Motion to Dismiss, filed by Employee-Petitioner on April 2, 2012
8. Email Notice of Appearance by the Employer-Respondent, filed April 5, 2012
9. Receipt and Notice of Filing "Motion to Dismiss", dated April 5, 2012
10. Employee-Petitioner's List of Witnesses, filed on April 9, 2012
11. Response to Employee-Petitioner's Motion to Dismiss, filed on April 10, 2012
12. Transcript of Evidence and Exhibits
13. Audio CD Transcription of the Interview of Lawrence Vickers by NIU Police on November 18, 2011

14. Request for Findings of Fact from Hearing Officer Simon, dated April 16, 2012
15. Receipt and Notice of Filing "Response to Employee-Petitioner's Motion to Dismiss", dated April 23, 2012
16. Employer-Respondent's Post-Hearing Brief, filed April 23, 2012
17. Employee-Petitioner's Post Hearing Brief, filed April 23, 2012
18. Findings of Fact, rendered by Hearing Officer Simon, dated April 26, 2012
19. Certification of Hearing Record, dated April 30, 2012
20. Letter to Merit Board members, dated May 7, 2012

Now being fully advised of the matters contained in the Hearing Record, as supplemented, and based solely on the matters contained in the Hearing Record, as supplemented, the University Civil Service Merit Board makes the following jurisdictional and factual findings and issues the following Decision and Order:

1. That this discharge proceeding has been commenced and conducted in compliance with section 250.110(f) of the Illinois Administrative Code (80 Ill. Adm. Code §250.110(f)) and all applicable State and Federal Laws and that the University Civil Service Merit Board has jurisdiction of the parties and subject matter thereof.
2. That the Hearing Record, as supplemented, supports and sustains the following charges of the employer, **NORTHERN ILLINOIS UNIVERSITY**, against the employee, **LAWRENCE VICKERS**, and establishes just cause for discharge, as follows:

Subsequent to the decision making leave the employee committed the following infraction:

- Unauthorized use and possession/production of cannabis sativa plants while employed in a safety-sensitive position;
- Theft of NIU property, including two bronze light fixtures intended for the residence of NIU President John Peters, gift boxes, and uni-strut pieces;
- Continued unauthorized possession of NIU property and refusal to return property; and
- Failure to cooperate with ongoing investigation regarding unauthorized possession of NIU property.

DECISION AND ORDER

WHEREFORE, IT IS HEREBY ORDERED:

1. The Findings of Fact of the Hearing Officer, attached hereto, are approved and certified to the employer, **NORTHERN ILLINOIS UNIVERSITY**, to the extent not inconsistent with the findings made herein.
2. All other motions or requests are hereby denied.
3. The employee, **LAWRENCE VICKERS**, is hereby separated from the service of his employer, **NORTHERN ILLINOIS UNIVERSITY**, and that the effective date of his discharge shall be as of May 16, 2012.

DATED AND ENTERED this 16th day of May, 2012.

UNIVERSITY CIVIL SERVICE MERIT BOARD

By: /s/ Joanne Maitland
University Civil Service Merit Board

ATTEST:

/s/ Teresa M. Rademacher
Teresa M. Rademacher
Secretary for the Merit Board

Request for Review by the Merit Board of the Executive Director's Review Decision, filed by Dawit Negusse pursuant to section 250.130(b) of the Illinois Administrative Code (80 Ill. Adm. Code §250.130(b)), Case Number MB-RD-CSU-12-1

On May 7, 2012, the Secretary for the Merit Board mailed to each member of the Merit Board an internal summary report and the complete Review Decision of the Executive Director regarding this matter. The Merit Board was asked to review the case and be prepared to act on this matter at this meeting.

Chair Maitland asked Mr. Morelock to give a summary of the case. Mr. Morelock summarized the case by stating that Mr. Negusse was a former employee of Chicago State University (CSU) and that Mr. Negusse was questioning the procedures utilized by CSU regarding his layoff from a civil service position, Information Technology Technical Association, on August 31, 2010.

On February 15, 2012 after completing a thorough investigation and evaluation of the record, the Executive Director determined that Mr. Negusse's layoff on August 31, 2010, and CSU's subsequent management of the Information Technology Technical Associate reemployment register did not violate the civil service statute, rules, or procedures.

Chair Maitland asked for a motion to either affirm the Executive Director's Review Decision as the final decision of the Merit Board or order such further review procedures. Mr. Montgomery made a motion to uphold the Executive Director's Decision of February 15, 2012. Ms. Hasara seconded Mr. Montgomery's motion.

A roll call vote was taken and the motion was approved with the following vote:

Mr. Montgomery.....	Aye
Dr. Webb	Aye
Mr. Young.....	Aye
Mr. Cole.....	Aye
Mr. Friefeld.....	Absent
Mr. Garcia.....	Aye
Ms. Hasara.....	Aye
Judge Holmes	Absent
Mrs. Maitland.....	Aye
Dr. Manering	Aye
Mr. Marshall.....	Aye

The following decision and order was therefore adopted.

STATE OF ILLINOIS



STATE UNIVERSITIES CIVIL SERVICE SYSTEM

In re DAWIT NEGUSSE,)	BEFORE THE UNIVERSITY
)	CIVIL SERVICE MERIT BOARD
)	
MERIT BOARD REVIEW DECISION)	
OF THE EXECUTIVE DIRECTOR,)	
)	NO. MB-RD-CSU-12-1

DECISION AND ORDER OF THE UNIVERSITY CIVIL SERVICE MERIT BOARD

NATURE OF THE PROCEEDING

On January 4, 2012, Dawit Negusse, a former employee at Chicago State University, filed with the State Universities Civil Service System office (University System office), a written request for a Review Decision of the Director questioning the procedures utilized by CSU regarding his layoff from a civil service Information Technology Technical Associate position at CSU on August 31, 2010, including his status for reemployment at CSU. Following confirmation that Mr. Negusse had exhausted all his administrative remedies at the University level, the Executive Director initiated an investigation as authorized by section 250.130(a) of the Illinois Administrative Code (Code) (80 Ill. Adm. Code § 250.130(a)). On February 15, 2012, the Executive Director issued a Review Decision determining that Mr. Negusse's lay off on August 31, 2010, and CSU's subsequent management of the Information Technology Technical Associate reemployment register did not violate the Civil Service statute, rules, or procedures.

DECISION AND ORDER

Now being fully advised of the matters contained in the Review Decision Record, the University Civil Service Merit Board finds that this review proceeding has been commenced and conducted in compliance with section 250.130(b) of the Code (80 Ill. Adm. Code § 250.130(b)) and that the University Civil Service Merit Board has jurisdiction of the parties and subject matter thereof and issues the following Decision and Order:

The Executive Director's Review Decision rendered in this matter on February 15, 2012, is affirmed and adopted as the Final Decision and Order of the Merit Board. A copy of said Review Decision is attached hereto, and by reference incorporated herein.

DATED AND ENTERED this 16th day of May, 2012.

UNIVERSITY CIVIL SERVICE MERIT BOARD

By: /s/ Joanne E. Maitland

Joanne Maitland
Chair

ATTEST:

/s/ Teresa M. Rademacher

Teresa M. Rademacher
Secretary for the Merit Board

Update on adopted rule changes to sections 250.60, 250.70, 250.90, and 250.110 of the Illinois Administrative Code (80 Ill. Adm. Code §250.60, §250.70, §250.90, and §250.110)

Mr. Morelock updated the Merit Board regarding the above adopted changes to the Illinois Administrative Code. The proposed changes had been approved by the Merit Board on February 8, 2012 for final review and submission for the Second Notice Period. These proposed rule changes were published in the Illinois Register for the Second Notice Period on March 2, 2012. On March 6, 2012 JCAR issued a "No Objection". On April 20, 2012 these rules were

adopted and published in the Illinois Register with an effective date of April 6, 2012. Mr. Morelock gave an overview of each of the adopted changes:

- Section 250.60(h)(10) of the Code – adopted change included adding a new section 10 to provide for the permissive removal of names from certain registers, when a vacant position had been posted and the posting included a timeline for removal or discontinuation of the register for that specific vacancy.
- Section 250.70(d) of the Code – adopted change included changing the name of the Trainee Program to Intern Program.
- Section 250.90(b)(2) of the Code – adopted change extends the probationary period for a comparable amount of time for any required off-site training period, as approved by the Executive Director of the University System Office.
- Section 250.110(f)(16) and (17) of the Code – adopted change eliminates the language regarding a rehearing and reconsideration of the final Merit Board order or decision in discharge/demotion cases.

Update on proposed rule change to section 250.30 of the Illinois Administrative Code (80 Ill. Adm. §250.30)

Mr. Morelock gave an overview of this proposed rule change. The rule proposal was published in the Illinois Register on March 9, 2012. At the time of the meeting, the rule changes are in the First Notice Period and the University System Office is still receiving comments. The Merit Board will still be required to take action to finalize and approve any changes to this rule proposal before review by JCAR and before submission for the Second Notice Period.

Discussion and action on proposed revisions to the Procedures Manuals

Mr. Morelock provided the Merit Board with several proposed changes to the various procedures manuals. Many of the changes are needed because of the recent adoption of the rule changes that were effective April 6, 2012 as discussed earlier in the meeting. Following are the propose changes to the manuals:

Classification Plan Management Manual

1.2 – Submission of Proposed Revisions – changing website address

Example 1.2b – website address & Maitland's name

Example 1.2c – Maitland's name

1.3 – Classification Specification and Examination Development Process

- 2.4 – Classification Appeals
- 4.5 – Other Procedural Implications
- 5.5 – Position Control Record Information Requirements – updating Intern from Trainee

Exemption Procedures Manual

- 5.1 – Student Appointments

Employment and Separation Procedures Manual

- 1.2 – Order of Names on Active Registers (by class)
- 1.4 – Maintenance of Active Registers for Status Appointments
- Example 1.4a
- 2.1 – Criteria for Determination of Nonstatus Appointments – updating Intern from Trainee
- 2.4 – Intern Appointments – updating Intern from Trainee
- 2.6 – In-Service Training Programs – updating Intern from Trainee
- Form 2.6a – updating Intern from Trainee
- 2.8 – Intern Programs – updating Intern from Trainee
- 2.9 – Supported Employees Program – updating Intern from Trainee
- 2.10 – Notice of Employment
- Form 2.10a
- 4.6 – Leave of Absence
- 4.7 – Layoff
- 5.2 – Preliminary Steps for Discharge – updating rule reference
- 5.3 – Suspension Pending Discharge – updating rule reference
- 5.4 – Initiation of Discharge Action
- Example 5.4a – updating rule reference
- 5.5 – Discharge Hearing
- 5.7 – Dismissal – updating rule reference
- 5.8 – Termination – updating Intern from Trainee
- Example 5.8a – updating Intern from Trainee
- 6.1 – Probationary Period
- Form 6.1a

Examination Procedures Manual

- 1.1 – Application Qualifications
- Form 5.1a – Student Appointment Form – update reference
- 18.2 – Security and Confidentiality of Examination Process

After discussion, Chair Maitland called for a motion. Mr. Montgomery made a motion to approve all of the above procedure manual changes. Mr. Cole seconded Mr. Montgomery's motion. In accordance with the Merit Board Bylaws, a voice vote was taken and the motion carried.

Update and authorization for the Executive Director to implement and administer the Merit Board Budget for FY 2013

Mr. Morelock updated the Merit Board on the status of the FY 2013 operating budget. Mr. Morelock stated that several House and Senate Bills had been introduced over the last several months and the University System Office met with the House Higher Education Appropriations Committee on February 23 and the Senate Appropriations II Committee on February 29. Mr. Morelock further stated that, at this time, no across-the-board salary increases would be provided to staff and that there has been discussion of a reduction in our FY 2013 budget. Mr. Morelock presented a Resolution to expend funds and manage the budget for FY 2013.

Chair Maitland requested a motion on the Resolution presented by Executive Director at the meeting. Mr. Marshall made a motion to adopt the following Resolution.

RESOLUTION

BE IT RESOLVED THAT contingent upon the availability of funds and final approval by the Governor's office, the Merit Board authorizes the Executive Director to administer the FY 2013 budget, including the possible implementation of a salary increase for agency employees, incorporating a merit-based component administered in accordance with applicable Merit Board Policies and Pay Administration Guidelines, and with a corresponding proportionate salary increase for the Executive Director, contingent upon the availability of funds. The Merit Board also authorizes the Executive Director to make any other expenditures necessary for the operation of the State Universities Civil Service System and the Merit Board office, commencing July 1, 2012 and continuing until such time as the FY 2013 appropriation becomes effective or the Merit Board directs otherwise

Mr. Montgomery seconded Mr. Marshall's motion. In accordance with the Merit Board Bylaws, a voice vote was taken and the motion carried.

Consideration of Public Officials Errors and Omissions Insurance – July 1, 2012 through June 30, 2013

Mr. Morelock updated the Merit Board on the Public Officials Errors and Omissions Insurance Policy for FY 2013. University System staff is still researching this policy. Mr. Marshall made a motion that the University System staff investigate and purchase, based on budgetary discretion, a Public Officials Insurance Policy. Mr. Montgomery seconded Mr. Marshall's motion. In accordance with the Merit Board Bylaws, a voice vote was taken and the motion carried.

Consideration of Demonstration Project or Pilot/Study Program for the “Rule of Three Analysis”

Mr. Morelock stated that on March 12, 2012, Maureen Parks from the University of Illinois, submitted an application for a “Demonstration Project: Rule of 3 Analysis”. This project will apply a different methodology for interpreting and applying the “Rule of 3” requirement. Instead of interviewing the top three individuals from the employment register for a vacant position, employers would be allowed to interview the top three scores from the employment register. This project will be open to all universities under defined parameters contained in the project application. The project will run from July 1, 2012 through June 30, 2015. After discussion, Ms. Hasara moved to adopt the “Demonstration Project: Rule of 3 Analysis”. Mr. Montgomery seconded Ms. Hasara’s motion. In accordance with the Merit Board Bylaws, a voice vote was taken and the motion carried.

Update on audit issues at the University of Illinois at Chicago

Mr. Morelock updated the Merit Board on the recent reports the agency had received from the University of Illinois at Chicago (UIC) regarding the various audit issues. The Job Analysis Report for vacant academic professional positions indicated the following new academic professional positions that were approved by UIC for the following months:

- January 2012 – 26 positions
- February 2012 – 13 positions
- March 2012 – 24 positions

The Monthly Conversions of Academic Professional Positions to Civil Service Positions Report indicated the following;

- January 2012 – 16 positions were converted to Civil Service
- February 2012 – 13 positions were converted to Civil Service
- March 2012 – 14 positions were converted to Civil Service

Biennial Audit Program – Review of Recent Activities

Mr. Morelock updated the Merit Board on the Final Audit Reports that had been completed since the last Merit Board meeting. Following are the audits that had been completed:

- *Northern Illinois University*
- *Northeastern Illinois University*

Annual Ethics Training for Merit Board Members and Staff

Ms. Daniels reminded the Merit Board on the annual Ethics Training for the Board which is due by the end of May 2012. All board members must complete annual ethics training, as well as the University System staff. Staff training will be held electronically during the period of May 15, 2012 through June 13, 2012.

Report of the Executive Director

Executive Director Morelock provided an agency report which included the following items:

- Agency's budget:
 - FY 2012 – yearly expenditures were included in the agenda materials;
 - FY 2013 – no further information on the status of the FY 2013 appropriation
- new staff member – Mari Martinelli joined the University office on April 1, 2012 in the Audit & Advisory Services Department
- update on the release of the new public website www.scuss.illinois.gov
- provided the Merit Board with a list of recent classification/examination changes; and
- informed the Merit Board of interagency activities and a list of University/Agency visits included in agenda materials.

Report of the Human Resource Directors Advisory Committee – Maureen Parks

The Merit Board heard a report from Maureen Parks, representative of the Human Resource Directors Advisory Committee. Ms. Parks stated that the group last met in April. The committee thanked Mr. Morelock for the rule changes that were adopted in April and that those changes were very positive changes for the universities in the administration of the employment process. She further stated that she would like to continue to work with the University System on other rule and procedure changes. She also discussed the approval of the Demonstration Project regarding the “Rule of 3” and the employment challenges facing the universities. Ms. Parks stated that the project was really a collaborative effort on all of the HR Directors part and the University System staff and now that this project has been approved, all can move forward to address the issues and gather more data and determine what is needed

regarding this topic, whether it is a rule change or a statute change. The HR Directors are still very concerned with the proposed rule change to the exemption approval process and that the this rule change would be seen a step backwards. Ms. Parks further stated the committee is looking forward to working with Ms. Benedict and the Employee Advisory Committee on various issues.

Report of the State Universities Civil Service Advisory Committee – Julie Benedict, Chair

The Merit Board heard a report from Julie Benedict, Chair of the State Universities Civil Service Advisory Committee. The Committee last met on April 19 and 20, 2012 at Northern Illinois University (NIU). President Peters, Vice President Williams, and Vice President Cunningham from NIU welcomed the members to the NIU campus and it was a great opportunity for the members to discuss issues with them. Ms. Benedict stated that several committee members had recently retired; three new members were seated at the April meeting and two special elections will be held in the near future. Ms. Benedict would like to encourage the Board members to introduce themselves to the new committee members and get to know them. The members have challenged themselves to better define their role and responsibilities as a group and for the members to be pro-active with the Human Resource Departments and the councils at the universities. The committee further discussed Pension Reform and implications for the members. The adopted rule changes, procedures changes, and the demonstration project were also discussed at the last meeting and the committee has no objections to these changes. The committee would still like to look at some of the exemption process issues, they have reviewed the JCAR process, and they have reviewed some of the comments that have been submitted during the First Notice Period. The committee is also concerned about the timeframe of the approval process, but Mr. Morelock has confirmed that he has the necessary staff to approve the exemptions in a timely fashion. The committee would like to see the accountability on the front end of the hiring process instead of after an employee is hired. The committee is looking forward to working together with the HR Directors.

Report of Legal Counsel – Abby K. Daniels, Manager, Legal Services and Legal Counsel

Ms. Daniels updated the Merit Board on some outstanding legal matters. During FY 2012 there were 45 Written Charges for Discharge served on employees at the various universities and agencies. Nine of those employees requested a hearing. Following is a summary of the outcome of the cases:

- 3 Resigned before Hearing** -- (Sperry/UICMR, Martin/ISU, Kirham/WIU)
- 1 Resigned during Hearing** -- (Roper/SIUC, Overstreet-Udeen/CSU, Scott/SIUC)

- 3 **Settlement Agreement during hearing** – (Roper/SIUC, Overstreet-Udeen/CSU, Scott/SIUC)
- 1 **Reinstated with 60-day Suspension** – (Marshall/CSU)
- 1 **Discharged** – (Vickers/NIU) (Action taken at this meeting)

Ms. Daniels updated the Merit Board on the one pending Administrative Review Case, Michael Rettig.

- **Rettig Administrative Review Case** – the circuit court decision in the Rettig case has been appealed and at this time no hearing date has been set and could be months away.

Ms. Daniels reminded the Merit Board of the requirement to complete the online Open Meetings Act training.

Other Items as Presented

The next meeting of the Merit Board will be on Wednesday, August 22, 2012 at the University System Office, with videoconference locations in the Chicago and Carbondale area. Ms. Hasara made a motion to adjourn the meeting. Mr. Marshall seconded Ms. Hasara's motion. A voice vote was taken and approved. The meeting adjourned at 11:30 a.m.

Respectfully submitted,

/s/ Teresa M. Rademacher by Lewis J. (Tom) Morelock

Teresa M. Rademacher
Secretary for the Merit Board

APPROVED:

/s/ James Montgomery
Vice Chair, University Civil Service Merit Board

August 22, 2012
Date